compose.kerala.gov.in
egazette.kerala.gov.in
printing.kerala.gov.in

Regn.No. KERBIL/2012/45073
dated 2012-09-05 with RNI
Reg No.KL/TV(N)/634/2021-2023

കേരള സർക്കാർ
GOVERNMENT OF KERALA

കേരള ഗസറ്റ്
KERALA GAZETTE

ആധികാരികമായി പ്രസിദ്ധപ്പെടുത്തുന്നത്

PUBLISHED BY AUTHORITY

ചൊവ്വ, 2026 മാർച്ച് 10
Tuesday, 10th March 2026

1201 കുംഭം 26
26th Kumbham 1201

1947 ഫാൽഗുനം 19
19th Phalguna 1947

വാല്യം 15
Vol. XV

നമ്പർ / **No.** **10**

Part III

Administration of Justice - Judiciary

©
കേരള സർക്കാർ
GOVERNMENT OF KERALA
2026

This is a digitally signed Gazette.
Authenticity may be verified through https://compose.kerala.gov.in/

THE HIGH COURT OF KERALA

NOTIFICATION

No. DI-1/72383/2013. *7th March 2026.*

THE GENDER SENSITISATION & SEXUAL HARASSMENT OF WOMEN AT THE HIGH COURT OF KERALA (PREVENTION, PROHIBITION AND REDRESSAL) REGULATIONS, 2026

WHEREAS gender discrimination and sexual harassment result in violation of the fundamental right of a woman to equality guaranteed under Articles 14 and 15 of the Constitution of India and her right to life and to live with dignity under Article 21 of the Constitution of India and right to practice any profession or to carry on any occupation, trade or business which includes a right to a safe environment, free from sexual harassment under Article 19(1)(g) of the Constitution of India.

AND WHEREAS sensitisation against discrimination on the basis of gender and the protection against sexual harassment and the right to work with dignity are universally recognised human rights by international conventions and instruments such as Convention on the Elimination of all Forms of Discrimination against Women, which has been ratified on the 9th July, 1993 by the Government of India.

AND WHEREAS it is expedient to make provisions for giving effect to the Constitution of India and the said Convention for protection of women against sexual harassment at the precincts of the High Court of Kerala.

AND WHEREAS it is necessary to provide for gender sensitisation in working environment and protection against sexual harassment of women at the precincts of the High Court and for the prevention and redressal of complaints of sexual harassment and for matters connected therewith or incidental thereto,

AND WHEREAS according to the decision in *Vishaka v. State of Rajasthan* rendered by the Supreme Court in its judgment dated 13 August 1997, in Writ Petition (Crl.) No. 666-70/92, it is necessary to provide for the protection of women in workplace and also to prevent and address sexual harassment of women at the workplace so as to ensure a safe dignified and gender just working environment.

AND WHEREAS in the judgment of the Supreme Court in *Medha Kotwal Lele and Ors v. Union of India & Others*, rendered by the Supreme Court on 19 October 2012 reported in *(2013) 1 SCC 297,* the necessity of protecting women from any form of indecency, indignity and disrespect in all places (in their homes as well as outside), is emphasized and it has been directed to provide new initiatives of education and advancement of women and girls in all spheres of life and the further directions given in the said judgment including the directions with regard to the need to give instructions/ circulars by all statutory bodies such as the Bar Council of India, Bar Associations and State Bar Councils, and the liberty granted in the said judgment to approach the respective courts and directions to the courts to effectively consider the grievances raised in this regard.

AND WHEREAS following upon and in conformity with the above, in *Writ Petition (Civil) No. 162 of 2013, Ms Binu Tamta & Ors. v. High Court of Delhi* , the High Court of Kerala appointed a Committee for framing regulations to ensure a safe working environment for women in the precincts of the High Court of Kerala, and the said Committee having framed regulations to

This is a digitally signed Gazette.
Authenticity may be verified through https://compose.kerala.gov.in/

combat the problem of sexual harassment within the precincts of the High Court of Kerala and for the redressal of any complaint that may be filed in that regard.

AND WHEREAS now these Regulations are being published as a comprehensive code for prevention of sexual harassment of women within the precincts of the High Court of Kerala and for redressal of any complaints that may be lodged in the High Court of Kerala.

The High Court of Kerala hereby makes the following Regulations.

CHAPTER I

PRELIMINARY

1. Short title, extent and commencement:-

(1) These Regulations may be called the Gender Sensitisation & Sexual Harassment of Women at the High Court of Kerala (Prevention, Prohibition and Redressal) Regulations, 2026.

(2) They shall come into force on such date as the Chief Justice may, by notification in the Official Gazette, appoint.

2. Definitions:-

In these Regulations, unless the context otherwise requires

(a) "aggrieved woman" means, in relation to the High Court, any female, of any age, whether employed or not, who claims to have been subjected to any act of sexual harassment by any person in the High Court precincts, but does not include any female who is governed by the Service rules of the High Court, any female working in the High Court governed by the Service Rules of the Government of Kerala and any female employee of the Advocate General's Office governed by the Kerala State and Subordinate Service Rules, 1958, irrespective of whether they are daily wages, temporary, contractual or permanent employees;

Note: Women employees of the High Court of Kerala and the Advocate General's Office have been excluded from the said definition, as both the High Court of Kerala and the Advocate General's Office have constituted separate Internal Committees in compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013;

(b) "appropriate Authority" means in relation to the High Court, the sitting Chief Justice;

(c) "Chairperson" means the Chairperson of the Kerala High Court Gender Sensitisation and Internal Complaints Committee (GSICC);

(d) "Chief Justice" in the context of the present Regulations means the sitting Chief Justice of the High Court of Kerala;

(e) "Habitual Respondent" is a person against whom a previous Complaint of sexual harassment has been received by the GSICC on earlier occasion, irrespective of whether the matter was resolved with or without an inquiry and except where the Respondent has been exonerated in the previous complaint;

(f) "High Court" shall mean High Court of Kerala;

(g) "High Court precincts" means the whole premises of the High Court including the Court Block, open grounds, parking areas, old and new buildings including Ram Mohan Palace, libraries, canteens, Bar Association halls/rooms, health centers and/or any other part of the

This is a digitally signed Gazette.
Authenticity may be verified through https://compose.kerala.gov.in/

premises and/or offices under the control of the Honourable Chief Justice;

(h) "GSICC" means the High Court Gender Sensitisation and Internal Complaints Committee constituted under Regulation 4;

(i) "Internal Sub-Committee" means the Sub-committee constituted under Regulation 9;

(j) "Member" means a Member of the GSICC;

(k) "Prescribed" means prescribed by the present Regulations;

(l) "Respondent" means a person against whom the aggrieved woman has made a Complaint under the present Regulations.

(m) "Sexual harassment" includes any one or more of the following unwelcome acts or behaviour (whether directly or by implication) committed within the High Court precincts namely:-

(i) physical contact and advances;

(ii) a demand or request for sexual favours;

(iii) making sexually coloured remarks;

(iv) showing or exhibiting pornography and/or sexually explicit material by any means;

(v) sending undesirable sexually coloured oral or written messages, text messages, e-mail messages, or any such messages by electronic, manual or other means;

(vi) stalking or consistently following aggrieved woman;

(vii) voyeurism including overt or tacit observation by the Respondent by any means of the aggrieved woman in her private moments;

(viii) any conduct whereby the Respondent takes advantage of his position and subjects the aggrieved woman to any form of sexual harassment and seeks sexual favours especially while holding out career advancements whether explicitly or implicitly, as an incentive or a natural result of submitting to the insinuations/ demands of the Respondent;

(ix) any other unwelcome physical, verbal or non- verbal conduct of sexual nature;

(x) implied or explicit promise of preferential treatment in her career or employment;

(xi) implied or explicit threat of detrimental treatment in her career or employment;

(xii) implied or explicit threat about her present or future career or employment;

(xiii) interference with her work or creating an intimidating or offensive or hostile work environment for her, or

(xiv) any treatment having a sexual colour or content likely to affect her emotional and/or physical health or safety.

(n) "Volunteer" means lawyers or other persons enlisted by the GSICC without any remuneration for carrying out the objects and purpose of these Regulations.

3. Prevention of sexual harassment.

No woman shall be subjected to sexual harassment at the High Court precincts.

This is a digitally signed Gazette.
Authenticity may be verified through https://compose.kerala.gov.in/

CHAPTER II
COMPOSITION & CONSTITUTION OF GENDER SENSITISATION & INTERNAL COMPLAINTS COMMITTEE

4. Constitution of the Gender Sensitisation & Internal Complaints Committee.

(1) The GSICC is constituted herein to fulfil a very important public function of sensitizing the public to gender issues and to address any complaints made with regard to sexual harassment at the High Court precincts.

(2) The Chief Justice shall, by an order in writing, constitute a Committee to be known as the "High Court Gender Sensitisation and Internal Complaints Committee "(GSICC) which shall consist of not less than 7 members and not more than 13 members and shall include the following as far as practicable:

(a) one or two Judges of the *High Court in terms of the judgment in the case of Vishaka (supra)* one of whom shall be the Chairperson of the Committee, to be nominated by the Chief Justice;

(b) one or two Advocates, with at least 20 years of membership in the Kerala High Court Advocates' Association to be nominated by the Honourable Chief Justice, one of whom being a woman;

(c) one or two members to be nominated by the Kerala High Court Advocates' Association who shall be a member of the Kerala High Court Advocates' Association for at least 10 years out of whom at least one shall be a woman;

(d) one woman member nominated by the Kerala Federation of Women Lawyers who is a member of the Kerala Federation of Women Lawyers;

(e) one woman member being a member of the Kerala High Court Clerks' Association nominated by the Kerala High Court Clerks' Association;

(f) at least one and at the most two outside members to be nominated by the Chief Justice, who are associated with the Department of Women and Child of Government of Kerala or non-government organization having experience in the field of social justice, women empowerment, and/or gender justice, out of whom at least one member shall be a woman;

(g) one woman officer in the service of the High Court not below the rank of Deputy Registrar to be nominated by the Chief Justice, who shall function as the Member Secretary of the GSICC;

(h) one woman officer not below the rank of Under Secretary in the service of the Advocate General's office nominated by the Advocate General of the State of Kerala, and

(i) any other member that the Chief Justice may deem fit to nominate.

Provided that it shall be ensured that the majority of the members of GSICC shall be women members.

This is a digitally signed Gazette.
Authenticity may be verified through https://compose.kerala.gov.in/

(3) The outside Member appointed under Clause 4(2)(f) shall be paid such fees or allowances from the allocated funds for holding the proceedings of the GSICC as may be prescribed.

(4) Where the Chairperson or any Member of the GSICC:

(a) has been convicted for an offence or an inquiry into an offence under any law for the time being in force is pending against him/her/them,

(b) fails to constitute an Internal Sub-Committee to inquire into a particular Complaint as provided in Regulation 9 (1) hereunder,

(c) contravenes or attempts to contravene or abets contravention of other provisions of these Regulations or any notifications/orders issued there under, or

(d) in the opinion of the Chief Justice has so abused his/her/their position as to render his/her/their continuance in office prejudicial to the exercise of functions of the GSICC;

such Chairperson or Member, as the case may be, is liable to be removed from the GSICC by a written order of the Chief Justice and the vacancy so created may be filled by fresh nomination in accordance with the provisions of these Regulations.

(5) Chairperson or a member who has been removed under Regulation 4(4) shall not be eligible for re-nomination.

5. Term of Gender Sensitisation & Internal Complaints Committee members:-

The term of each member of the GSICC shall be for a period of two years, provided no member shall be nominated for more than two consecutive terms.

6. Meetings of The Gender Sensitisation & Internal Complaints Committee:-

(1) The GSICC shall meet at least once in three months in a calendar year and whenever found necessary.

(2) Members shall be intimated of meetings and agenda in writing and/or by electronic communication by the Member Secretary.

(3) Minutes of all meetings shall be recorded by the Member Secretary , confirmed and adopted by the GSICC. The Member Secretary shall circulate the minutes of the meetings and the Resolutions so passed to all Members of the GSICC within 7 days of the holding of the meeting or the passing of the Resolution.

(4) Ordinary Meetings shall be called by the Chairperson with minimum seven days notice to all members.

(5) Any member of the GSICC may at any time request the Chairperson to call an Emergency Meeting with a notice of Forty-Eight hours. However, this will not prevent the Chairperson from convening an emergency meeting by dispensing the 48 hours notice on recording sufficient reasons.

(6) The quorum for all Meetings shall be one-third of the members of the GSICC. If the quorum is not available the meeting shall be adjourned and an adjourned meeting shall be held within the next 10 days, for which no quorum shall be required. The quorum of the meeting

This is a digitally signed Gazette.
Authenticity may be verified through https://compose.kerala.gov.in/

considering the report of the Internal Sub-Committee as per Regulation 10 shall be two-third of the members of the GSICC excluding the members of the Internal Sub- Committee.

(7) All motions shall be carried by a simple majority of those present and voting at all meetings, except where it is specifically provided for. Whenever a Complaint is received or a Report of the Internal Sub-Committee is submitted, the Member-Secretary shall within a period of 7 days request the Chairperson to call either an Ordinary or Emergency Meeting to take action on the same, and the Chairperson shall call a meeting for this purpose not later than 15 days from the date of the Complaint or the Report.

(8) If a Member does not attend 3 consecutive meetings without any sufficient reasons he/she/they shall be liable to be removed forthwith by the Chief Justice, and the vacancy so created shall be filled in accordance with Regulation.

7. Functions of the Gender Sensitisation & Internal Complaints Committee:-

(1) GSICC shall be responsible for framing policy from time to time and its implementation with regard to gender sensitisation and prevention and redressal of Sexual Harassment in the High Court.

(2) Gender sensitisation and Orientation: GSICC shall take the following steps with regard to gender sensitisation and orientation;

(i) GSICC will ensure the prominent publicity of the Policy on gender sensitisation and prevention and redressal of Sexual Harassment in the High Court precincts.

(ii) GSICC will organize programmes for gender sensitisation through workshops, seminars, posters, film shows, debates, displays, etc.

(iii) GSICC will enlist and activate an adequately representative team of volunteers and shall ensure the widespread publicity of the contact details of all its members and volunteers. The services of such volunteers shall be made available at all times to any aggrieved woman or any person in need of consultation or guidance. Volunteers will also assist in the gender sensitisation, crisis mediation and crisis management duties of GSICC, but shall not participate in the task of formal redressal of complaints under these Regulations.

(iv) GSICC may enlist Non Governmental Organisations, associations, volunteers, lawyers, lawyers' bodies, or the legal services institutions concerned, or other similar institutions including educational institutions to carry out these programmes.

(v) GSICC shall submit an Annual Report by 31st of December every year to the Chief Justice outlining the activities undertaken by it and charting out a blueprint for the activities/steps to be taken up in the following year along with necessary budget allowances required by it which shall be made public. The GSICC shall include in its Annual Report the number of complaints received, if any, and their disposal under these Regulations in the Annual Report.

(vi) GSICC will organize and train members and volunteers to equip them to handle sexual harassment cases including legal and medical aid.

(3) Crisis Management and Mediation:-

GSICC shall ensure that there is quick and responsive crisis management, counselling and mediation available to all aggrieved women expeditiously which shall include the following:

(i) GSICC will assist in the mediation of crisis arising out of incidents of sexual harassment at the High Court precincts.

This is a digitally signed Gazette.
Authenticity may be verified through https://compose.kerala.gov.in/

(ii) No mediation shall conclude without approval of the GSICC and the mediated settlement shall be effected and be enforceable only upon it being duly approved by the GSICC which shall satisfy itself that the said mediation settlement is voluntary, fair, unbiased, and free from any extraneous considerations including monetary considerations or influence**.**

(iii) GSICC will coordinate with the security services of the High Court to devise ways and means by which a system of prevention of sexual harassment and crisis management is put in place. It will maintain regular contact with security services of the High Court through the Member Secretary to ensure that in crisis arising out of incidents of sexual harassment, GSICC members and/or the volunteers shall be intimated of such incidents without delay.

(4) Complaint Redressal - The GSICC shall ensure that every complaint of an aggrieved woman is adequately dealt with in accordance with these Regulations and with sensitivity. The GSICC shall have the power to inquire into a complaint made in relation to any form of sexual harassment in the precincts of the High Court and make recommendations as provided in this Regulations.

CHAPTER III

COMPLAINT & INQUIRY INTO COMPLAINT

8. Complaint of Sexual Harassment:-

(1) Any aggrieved woman may make a complaint in writing of sexual harassment to the GSICC through the Member Secretary within 3 months from the date of incident and in case of a series of incidents, within a period of three months from the date of last incident.

Provided that the GSICC, for the reasons to be recorded in writing, extend the time limit not exceeding three months if it is satisfied of the circumstances which prevented the woman from filing such complaint within the said period.

(2) Where the aggrieved woman is unable to make a complaint in writing on account of her physical or mental incapacity or death or for any other reason, her legal heir or such other person directly concerned with her interests may make such complaint under this Regulation.

9. Inquiry into complaint :-

(1) On receiving a complaint and prima facie being satisfied that the complaint falls under the purview of these Regulations, the GSICC shall constitute an Internal Sub-Committee to conduct a fact finding inquiry, which shall comprise of three members of the GSICC with majority members being women, and at least one person being an outside member, in the meeting convened as per Regulation 6 (7) above.

(2) The Internal Sub-Committee shall conduct an inquiry and shall hear and duly record the statements of the aggrieved woman, the Respondent, and any other person the said parties wish to examine, subject to the provisions of Regulation 13(2), and thereafter it shall prepare a Report and enclose therein the complete proceedings of the Inquiry.

(3) The fact finding inquiry into a Complaint shall be conducted and completed within 90 days of the Constitution of the Internal Sub-Committee.

Provided that the validity of any inquiry shall not be called into question upon the inquiry not being completed within the stipulated period due to reasons beyond the control of the Internal Sub-Committee.

This is a digitally signed Gazette.
Authenticity may be verified through https://compose.kerala.gov.in/

10. Inquiry Report:-

(1) On the completion of an inquiry under these Regulations, the Internal Sub-Committee shall provide the Inquiry Report with its findings along with the complete record of the inquiry proceedings, including the pleadings and all materials on record, to the GSICC within ten days from the date of completion of the inquiry.

(2)The GSICC shall, within 15 days upon the receipt of the Inquiry Report and the records from the Internal Sub-Committee, formulate its recommendations on the same, and place it together with the Inquiry Report and the records before the Chief Justice.

(3) A copy of the Inquiry Report along with the recommendations of the GSICC shall simultaneously be furnished to the parties concerned.

11. Representation:-

On receipt of the Inquiry Report along with the recommendations of the GSICC as per Regulation 10 (3), the aggrieved woman and the respondent may make representation before the Chief Justice. Such representation shall be made in writing within a period of fifteen days from the date on which the parties are furnished with a copy of the Inquiry Report and the recommendations of the GSICC. The representation shall specifically set out the objections, if any, to the findings of the Internal Sub-Committee or the recommendations of the GSICC, along with supporting grounds and materials.

12. Passing of Orders:-

(1) The Chief Justice, upon receipt of the Inquiry Report, recommendations of the GSICC and representations under Regulation 11, if any, shall afford an opportunity of hearing to the parties.

(2) After hearing the parties, the Chief Justice may pass appropriate orders, which may include:

(a) exoneration of the Respondent; or

(b) punishment or remedial measures to secure justice to the victim of sexual harassment, including but not limited to:

i. admonition;

ii. admonition with publication of such admonition in the High Court precincts including the website of the High Court;

iii. prohibition from harassing the victim in any manner including, but not limited to, prohibition from communicating with her through electronic means, physical means, or any other mode for a specified period;

iv. debarment of entry into the High Court precincts for a specified period extending up to one year;

v. recommendation for filing of a criminal complaint and/or a complaint before the disciplinary authority (including the Bar Council) concerned.

13. Interim Measures:-

(1) On the receipt of a written request from the aggrieved woman or any other person who can file complaint on her/their behalf as per Regulation No. 8 (2) during the pendency of an

This is a digitally signed Gazette.
Authenticity may be verified through https://compose.kerala.gov.in/

Inquiry, the GSICC may recommend specific interim measures to the Chief Justice, who on receipt of the recommendation may pass such interim orders that may be required for the personal safety and for safeguarding the dignity of the aggrieved woman, which shall be binding upon the parties to the complaint.

(2) Upon disobedience, defiance or violation of the order passed under clause (1) above by the Respondent, the GSICC shall close and/or strike off the defence of the Respondent and forward its recommendations and report to the Chief Justice after giving an opportunity to the respondent to explain regarding the alleged disobedience, defiance or violation of the order passed under clause (1) above.

14. Delegation of powers:-

The Chief Justice may delegate his powers under Regulations 12 and 13 to any Judge or officer of the High Court. Orders passed by the delegatee shall be subject to the approval of the Chief Justice.

CHAPTER IV

POWERS & DUTIES

15. Powers of GSICC & Internal Sub-Committee:-

(1) The GSICC shall have the power to issue circulars/notifications/guidelines prescribing its procedure and also for the purpose of carrying out and implementing the provisions of these Regulations in its letter and spirit.

(2) For the purpose of making an inquiry, the GSICC and the Internal Sub-Committee shall have all the powers vested in a Civil Court under the Code of Civil Procedure, 1908 when trying a suit in respect of the following matters, namely:

(a) summoning and enforcing the attendance of any person and examining him on oath.

(b) requiring the production, inspection, and discovery of documents; and

(c) any other matter which may be prescribed.

(3) The GSICC by Resolution to be passed by two-thirds majority may remove any member of the Internal Sub-Committee and nominate a new member in his/her/their place, if it is of the view that such member has acted prejudicial to the principles of natural-justice, fairness, equity and has acted with bias or malice in the conduct of the Inquiry.

(4) The GSICC shall at all times have supervisory powers over the Internal Sub-Committee and it may issue directions to the Internal sub-Committee from time to time in accordance with the provisions of these Regulations.

16. Duties:-

The GSICC in coordination and with the assistance of the office of the High Court shall-

(a) take all measures to provide a safe working environment at the High Court precincts,

(b) display the penal consequences of sexual harassment and the order constituting the Internal Committee under these Regulations at any conspicuous place in the High Court and on its web-site.

This is a digitally signed Gazette.
Authenticity may be verified through https://compose.kerala.gov.in/

(c) display the status and outcome of complaints of sexual harassment, at any conspicuous place in the High Court and on its web-site.

(d) organize workshops and awareness programmes at regular intervals for sensitizing all the stakeholders including the persons carrying out work at the High Court precincts with the provisions of these Regulations and also orientation programmes for the Internal Complaints Committee,

(e) provide necessary facilities to the Internal Sub- Committee for dealing with the complaint and conducting inquiry,

(f) assist in securing the attendance of respondent and witnesses before the Internal Sub-Committee,

(g) obtain such information for the Internal sub-Committee as it may require having regard to the complaint,

(h) cause to initiate action, under the Bharatiya Nyaya Sanhita, 2023 or any other law for the time being in force, against the Respondent and/or the perpetrator,

(i) monitor the timely submission of reports by the Internal Sub-Committee, and

(j) take any other action and/or measures to ensure an effective and meaningful implementation of these Regulations.

CHAPTER V

MISCELLANEOUS

17. Confidentiality:-

(1) No person shall post in public domain or publish or print, in electronic/social/print media, etc. the name of the aggrieved woman or even in a remote manner disclose any facts which can lead to the aggrieved woman being identified and which should make her identity known to the public at large.

(2) Except as otherwise provided under these Regulations or guidelines issued thereunder, the contents of the complaint made under these Regulations, the identity and address of the respondent/s and the witnesses cited or appeared in the proceedings or any informations regarding the inquiry proceedings, recommendations made by the GSICC or action taken by GSICC shall be published.

Provided, upon the respondent being found guilty, information may be disseminated as provided under Regulation 12 (2) (ii) without disclosing the identity of the aggrieved woman.

(3) In cases where the aggrieved woman is dead or of unsound mind, the name of the victim or her identity should not be disclosed even under the authorization of the next of the kin or such other person directly concerned with her interest unless circumstances justifying the disclosure of her identity exist, which shall be decided by the GSICC.

(4) Even in case where the order or recommendations or inaction of GSICC is challenged, the identity of the aggrieved woman shall be kept confidential and as regards the privacy of the aggrieved woman, those petitions challenging the action or inaction of GSICC shall be dealt with in the manner laid down by law governing the victims of sexual assaults.

This is a digitally signed Gazette.
Authenticity may be verified through https://compose.kerala.gov.in/

(5) GSICC, officials and the authorities concerned shall keep all the documents in which the name of the aggrieved woman is disclosed, as far as possible, in a sealed cover. Whenever, copies or communications are issued, the name of the aggrieved woman shall be masked or considering the purpose of communication, if it is essential to disclose the name of the aggrieved woman, it shall be properly sealed and shall be intimated to the addressee to maintain identity of the aggrieved woman strictly confidential.

(6) If any person or authority acts in contravention of these provisions the GSICC shall make recommendation to the Chief Justice for taking appropriate action.

18. Protection of action taken in good faith:- No suit, prosecution or other legal proceedings shall lie against the Chief Justice, GSICC, the Internal Sub-Committee or its members in respect of anything which is done or intended to be done in good faith in pursuance of these Regulations, and the circulars/ orders/ notifications/ guidelines issued there under.

19. Action on malicious,false or frivolous complaint or false evidence:-

(1) Where the GSICC arrives at a conclusion that the allegation against the respondent is malicious or the aggrieved woman or any other person making the complaint has made the complaint knowing it to be false or the aggrieved woman or any other person making the complaint has produced any forged or misleading document, it may recommend to the employer or the disciplinary authority concerned as the case may be, to take action against such person, in accordance with the provisions of the service rules or rules related to discipline applicable to her/him/them or where no such rules exist GSICC may recommend to the Chief Justice to take appropriate action:

Provided that a mere inability to substantiate a complaint or provide adequate proof need not attract action against the complainant under these Regulations:

Provided further that the malicious intent on part of the complainant shall be established only after an inquiry in accordance with the procedure prescribed for inquiring into the complaint, before any action is recommended.

(2) Where the GSICC arrives at a conclusion that during the inquiry any witness has given false evidence or produced any forged or misleading document, it may recommend to the employer of the witness to take action in accordance with the provisions of the service rules or rule related to discipline applicable to her/him/them or where no such rules exist GSICC may recommend to the Chief Justice to take appropriate action.

20. Allocation of funds:-

The Chief Justice may, subject to the availability of financial and other resources allocate and provide suitable funds for the effective implementation of these Regulations.

21. Regulations not in derogation of any other law:-

(1) The provisions of these Regulations shall be in addition to and not in derogation of the provisions of any other law for the time being in force.

(2) The provisions of these Regulations shall not bar any Court from taking cognizance of any offence punishable under any other enactment or law.

22. Complaints Involving Minors:-

In complaints where the respondent is a minor, the GSICC shall forward the complaint to the appropriate authority under the Juvenile Justice (Care and Protection of Children) Act, 2015.

This is a digitally signed Gazette.
Authenticity may be verified through https://compose.kerala.gov.in/

23. Overriding Effect: -

The provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 shall override these Regulations and the GSICC shall have no jurisdiction to entertain the complaints that fall under the provisions of the said Act.

By Order,

GOPAKUMAR, G.,
Registrar General.

Ernakulam-682 031.

PUBLISHED BY THE SUPERINTENDENT OF GOVERNMENT PRESSES
AT THE GOVERNMENT CENTRAL PRESS, THIRUVANANTHAPURAM, 2026

This is a digitally signed Gazette.
Authenticity may be verified through https://compose.kerala.gov.in/

Digitally signed by VEERAN T
Date:2026.03.10 03:50:19 +05:30